

The California Trainer

The Newsletter of the California Network of Learning Professionals

What's News

CNLP needs a new logo to go along with its new image and mission. And we want your help in developing it!

That's why we're asking all CNLP members to submit ideas and creative designs for a **NEW CNLP LOGO**. The CNLP logo can be any color, size or shape and include any image relevant to CNLP's vision and mission.

Designs will be judged on style and creativity. CNLP reserves the right to modify the winning design for accuracy and compliance with applicable state standards. The winning entry will become the exclusive property of CNLP for use as CNLP sees fit.

Entries are due no later than April 1, 2006 and should be emailed or faxed to Kathy Jones, kjones@dca.cslb.ca.gov, fax 916.255.4054.

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Training: Neither Gone Nor Forgotten

DPA Chief Outlines 2006 Department Goals For State Training Initiatives, Strategic Plan

Despite closing the State Training Center in 2004, a high ranking DPA official asserted recently that the department still has significant plans to support the state's training officers and state training agendas.

Bill Avritt, DPA Chief Deputy Director, told those attending the December quarterly meeting of the California Network of Learning Professionals that training remains a key emphasis area for DPA. In addition to working on bargaining unit negotiations and pension reform, DPA is drafting a state training strategic plan and (with the State Personnel Board) creating a personnel web portal, Avritt said.

"In light of DPA's other missions, the training agenda has been pushed down a little bit," Avritt said. However, DPA is actively looking at "revenue neutral" options to improve state training efforts, including reaching out to training-oriented groups such as the CNLP for input and

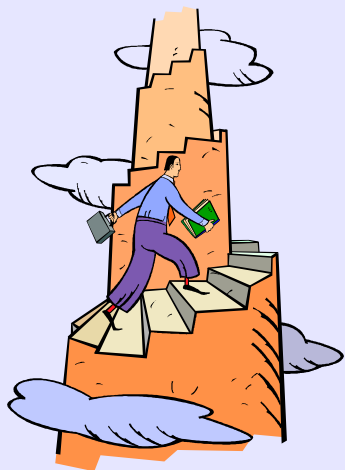
ideas.

"DPA has certain responsibilities under law and regulations that we will meet," Avritt said. "The question is the best way to do it. We're always looking for groups to bounce things off of."

Seeking Input

One recent initiative on which DPA is seeking input is its new online course on classification and pay. The interactive course (<http://ccelearn.csus.edu/dpa/>), which is free to those who wish to take it, is one way DPA is trying to improve training initiatives.

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Public-sector organizations need to ramp up their efforts to prepare the next generation of leaders, a new study partially sponsored by CPS Human Resources Services has found.

"Not only will the need for replacements grow as baby boomers, who now hold most management positions, retire," said Dr. Mary B. Young, an independent researcher retained to conduct the study, "during the same period, the demand for government services will also intensify as the overall population ages."

Young's study identifies and describes what 35 public agencies at the local, state and federal levels are doing to build their leadership pipeline to ensure an adequate supply of experienced talent for the future. The study reviews innovative approaches taken by these jurisdictions and also notes the impact these efforts are having on the leadership pipeline.

The full study is available free of charge through CPS' website, www.cps.ca.gov.

CNLP Conference Committee Works Hard To Finalize "Connected" Speaker Lineup

Efforts to confirm the final speaker lineup for CNLP's spring educational conference, "Staying Connected," is well under way.

CNLP's conference planning committee has received a number of proposals from persons interested in speaking at the conference, which will occur on May 24 and 25 at the California State University Sacramento (CSUS) College of Continuing Education, 3000 State University Drive East, Sacramento.

The committee is finalizing the conference lineup and is working with the conference's partners, which include the California State Personnel Board, CSUS and CPS Human Resources Services.

Conference sessions will offer professional development and cutting-edge information on a

variety of training and staff development topics including leadership, succession planning, consulting techniques, facilitation skills, technical and e-learning. The conference also will feature keynote speakers, networking opportunities, resources and exhibitors.

Persons or organizations interested in sponsoring booths or conducting sessions should contact Zori Lozano-Friedrich at zlozano@waterboards.ca.gov or Kathy Jones at kjones@dca.cslb.ca.gov.



SPB's Mary Fernandez Agrees to Serve As CNLP Advocate on State Training Issues

Mary Fernandez, Chief of Administrative Services at the State Personnel Board, has agreed to act as CNLP's advocate on statewide training issues and support CNLP's formal agenda.

In the 90's Fernandez managed the recently disbanded State Training Center and also worked at the statewide Office of Innovation in Government under Governor Gray Davis and the Office for Statewide Continuous Improvement under Governor Pete Wilson. She has a long history of serving as an advocate for workforce development and training, including leading the development

of a report on training and workforce development for the California Performance Review.

Fernandez' role on behalf of CNLP will evolve as situations warrant, said Sue Williams, CNLP Chairperson and manager of the State Personnel Board Technical Training Program. She will work directly with Nancy Walker (nancy.walker@dot.ca.gov), CNLP's new Advocacy Chair.



Join Us In Our Quest!

CNLP Plans to Harness the Power of Many To Spur Sustained Training Improvements

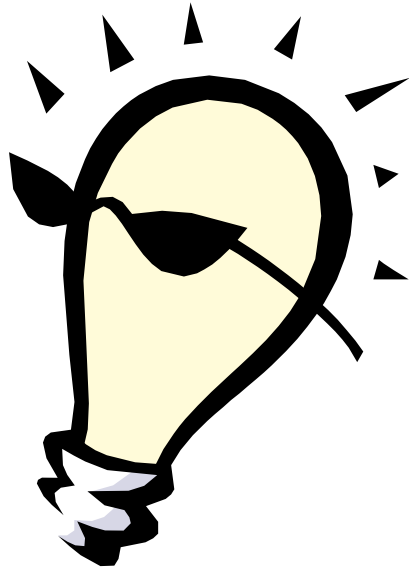
*Two heads are better than one.
A house divided among itself can not stand.
There's strength in numbers.
United we stand.*

As trainers, we've heard these phrases many times before – perhaps to the point that they have become just meaningless jargon. Trite as they may be, however, each of these phrases point to an enduring truth – that the unified power of many generally trumps the power of a few when it comes to getting work done.

The California Network of Learning Professionals (CNLP) was created to harness the power of joint efforts. Following in the footsteps of the former DPA-sponsored Department Training Officers group, CNLP intends to serve as an active, unified voice for state training professionals and state training offices.

Over the years lots of good training ideas have failed — not because they were bad ideas, but because of a lack of unified planning and resource sharing. Too often, training professionals have failed to gain the professional

status of their private sector colleagues. In addition, there have not been enough “champions” to advocate and push training initiatives within agencies, the executive branch and the legislature.



The time has come, therefore, for state training professionals to band together to jointly pursue the following goals:

Goal One: The creation of a statewide training mandate and training policy (developed as a comprehensive part of a work-force development

strategic plan).

Goal Two: Elevation of the status of state government training professionals to the same level enjoyed by our colleagues in the private sector.

Goal Three: Creation of effective professional networks that permit training professionals to share knowledge and investigate innovative training techniques.

Goal Four: Coordination of statewide training resources, centralizing training where feasible but encouraging the creation of points of individual training excellence that facilitate individual agency needs.

CNLP describes itself as follows:

*We are a supportive alliance
creatively networking
to develop California's state workforce
for optimal performance*

No matter what your current training interest or role, all of us at CNLP hope that you will join our alliance and help us pursue these goals. Together, we will show that many heads *are* better one, there *is* strength in numbers and *united* together we will improve the position of training professionals throughout state government. We look forward to seeing you at a meeting soon!

For information regarding joining the CNLP, visit www.library.ca.gov/StateTraining/index.cfm or email Mary Tompkins, Training Officer at the California Department of Justice at Mary.Tompkins@doj.ca.gov.



We, the California Network of Learning Professionals, are working together to design the future . . . together, we will see the day when each employee makes the difference for our citizens!

More News . . .

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The winner will be announced in the month of May 2006 and at the 2006 CNLP spring conference.

Meeting Papers Online

Statewide training officers were among those attending the recent State Personnel Board conference on workforce planning.

The December conference included sessions on assessment centers, CalPERS' succession planning model and New York State's workforce development and succession planning efforts.

PowerPoint presentations from the conference are available free of charge from SPB's website, <http://www.spb.ca.gov/policy/workforce.htm>.

Library Provides Info

Want a good source of information on state training issues? The California State Library's state training resources web page remains a great source of relevant information.

The page, found at <http://www.library.ca.gov/StateTraining/index.cfm>, links visitors to various training resources as well as materials shared with attendees of Department Training Officers (now CNLP) quarterly meetings.

Avritt (continued from page one)

"We're interested in finding out how the training community sees this new course," Avritt said. "Did we do a good job? Did we take the right approaches? These are the types of responses we need from (the training community)."

Not in the cards for DPA is a return to being a provider of training content. DPA's State Training Center was not self-supporting financially and will not be resumed, Avritt said. However, DPA is considering roles in which it would conduct ongoing reviews of state training needs and propose required content.

DPA is also working with the State Personnel Board on a training portal that will serve as a centralized hub for all interested in personnel-related issues, from job hunters to training officers. Input from groups such as CNLP "could be of value" in creating that portal,

Avritt said.

DPA is also beginning work on a long-range statewide training strategic plan. Primary work on the plan will occur in the 2006 calendar year, Avritt said.



CNLP Spring Meeting:

March 15, 2006
9—11:30 a.m.
801 Capitol Mall
(SPB Auditorium)
On light rail, near parking!



*Stay Connected . . .
Save the dates!*

Plan now to attend "Staying Connected," CNLP's spring training conference!

The conference, to be held May 24 and 25, 2006, at the California State University Sacramento (CSUS) College of Continuing Education, 3000 State University Drive East, Sacramento, will permit attendees to meet with peers, attend informative sessions on variety of training and staff development topics and stay informed on cutting-edge matters of relevance to the state training community.

More information to follow soon in your e-mail inbox!